

## Message Text

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ACTION EUR-25

INFO OCT-01 ADP-00 EURE-00 AID-20 CEA-02 CIAE-00 COME-00

EB-11 EA-11 FRB-02 INR-10 IO-13 NEA-10 NSAE-00 RSC-01

OPIC-12 TRSE-00 CIEP-02 LAB-06 SIL-01 OMB-01 SS-15

NSC-10 L-03 H-03 PRS-01 PA-03 USIA-15 RSR-01 /179 W

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FM USMISSION OECD PARIS

TO SECSTATE WASHDC PRIORITY 383

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E.O. 11652:N/A

TAGS: AORG, APER, OECD, NATO

SUBJECT: OECD PENSION PLAN

REF: (A) STATE 136245; (B) C(73)147; (C) C(73)156;  
(D) C(73)161.

1. SUMMARY. COUNCIL APPROVED WITHOUT SUBSTANTIVE DISCUSSION PROCEDURES FOR FURTHER STUDY PENSION PLAN FOR OECD (REF D). UNDER THIS COMPROMISE COUNCIL WORKING PARTY PENSION PROPOSAL (REF B) AND FRENCH PROPOSAL FOR STUDY OF POSSIBILITY ESTABLISHING COMMON PENSION SCHEME ( REF C) BEING SENT TO CCG. TWO PROPOSALS TO BE EXAMINED BY EXPERT WORKING GROUP ESTABLISHED UNDER AUSPICES CCG. ACTION REQUESTED: ADVISE WHETHER USG WILL PROVIDE EXPERT TO CCG PER PARA 5. END SUMMARY.

2. DURING COUNCIL DISCUSSIONS JULY 20 OVERWHELMING MAJORITY DELEGATIONS ABLE ACCEPT PENSION PALN RECOMMENDED BY COUNCIL WORKING PARTY ON STAFF POLICY.

3. FRENCH PROPOSED PENSION SCHEME BASED ON THE "REPARTION" PRINCIPLE BUT WITHIN A SYSTEM COMMON TO ALL COORDINATED ORGANIZATIONS AND THAT WOULD REPLACE THE RETIRMENET BENEFITS SYSTEMS AT PRESENT IN OPERATION IN THE SIX COORDINATED ORGANIZATIONS. THEY WERE UNCLASSIFIED

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SUPPORTED BY BELGIAN, ITALIAN AND GERMAN DELEGATIONS. FRENCH

RECOMMENDED THAT A SEPARATE WORKING PARTY SHOULD BE SET UP WITHIN THE FRAMEWORK OF THE CCG TO EXAMINE THEIR PROPOSAL AND THE REPORT OF THE WORKING PARTY ON STAFF POLICY. THIS WORKING PARTY WOULD BE COMPOSED OF COMPETENT EXPERTS CHOSEN AND DETAILED BY MEMBER GOVERNMENTS.

4. BASIC FEATURES OF COMPROMISE DECISION APPROVED BY COUNCIL ON JULY 25 WERE:

- A. AGREED THAT A PENSION SCHEME SHALL BE ESTABLISHED FOR OECD STAFF WITH EFFECTIVE DATE OF JANUARY 1, 1973.
- B. PROVIDED DUAL EXAMINATION COUNCIL WORKING PARTY PENSION PLAN AND FRENCH PROPOSAL PLAN BY COUNCIL WORKING PARTY ON STAFF POLICY AND BY EXPERT GROUP OF CCG.
- C. INVITED FRENCH DELEGATION TO PROVIDE MORE DETAILED INFORMATION ON IMPLICATIONS THEIR PROPOSAL PRIOR TO SEPTEMBER 15.
- D. SET DEFINITE TIME LIMITS ON COMPLETION DATES FOR CCG STUDY ( NOVEMBER 15, 1973), COUNCIL WORKING PARTY EXAMINATION ( DECEMBER 1, 1973), AND CALLED FOR RESUMPTION COUNCIL DISCUSSION PENSION SCHEME BY DECEMBER 31, 1973.

5. NEXT MEETING CCG SCHEDULED JULY 26 WHERE THEY BE CALLED UPON ESTABLISH EXPERTS GROUP. EXPERTS WOULD BE NOMINATED AND PAID FOR BY INDIVIDUAL GOVERNMENTS. GENERALLY CONSIDERED THEY WOULD HAVE COMPETENCE IN BROAD AREA PENSION SCHEMES BUT DID NOT PRECLUDE NOMINATION EXPERTS WITH EXPERTISE IN ACTUARIAL FIELD OR IN PERSONNEL MANAGEMENT. MISSION RECOMMENDS THAT US SUPPLY EXPERT FOR THIS WORK ( PROBABLY TWO-MONTH PERIOD BETWEEN SEPTEMBER 15 AND NOVEMBER 15) AND WOULD HOPE THAT OFFICIAL WITH APPROPRIATE BACKGROUND COULD BE DETAILED FROM EITHER STATE DEPARTMENT OR CIVIL SERVICE COMMISSION. IT WOULD BE HELPFUL IF WE COULD BE ADVISED ON JULY 26 OR SOONEST THEREAFTER WHETHER WE PLAN SUPPLY EXPERT. ACTUAL NAMING OF PERSON COULD FOLLOW LATER.

6. COMMENT. WHILE MISSION AND MAJORITY OTHER DELEGATIONS SKEPTICAL ABOUT BOTH FINANCIAL AND PROCEDURAL ASPECTS FRENCH PLAN, ONLY WAY ACHIEVE PROGRESS SEEMED BE ACCEPTANCE OF COMPROMISE PERMITTING IT BE STUDIED ALONG WITH MAJORITY PLAN. BROWN

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